Morgan Klaus Scheuerman

PhD Student, Microsoft PhD Fellow
Department of Information Science
University of Colorado Boulder
Boulder, CO 80309

morgan.klaus@colorado.edu
www.morgan-klaus.com

Research Interests

Social computing, algorithmic identity, technical infrastructures, marginalized communities, social impact of emerging technologies, feminist HCI, ethical design.

Education

2022 (EST)

PhD
Information Science
University of Colorado (CU Boulder)

Master of Science
Human-Centered Computing
University of Maryland, Baltimore County (UMBC)

2018
- Master's Thesis: *Exploring Technology Use for Identity Mediation by Individuals with Diverse Gender Identities*
  Advisors: Stacy M Branham, Foad Hamidi
  Committee: Amy Hurst, Casey Fiesler
- Independent Study: *Learning the Language: The Importance of Studying Written Directions in Designing Navigational Technologies for the Blind*
  Advisor: Stacy Branham

Bachelor of Arts
Communication
Minor in Women, Gender, & Sexuality Studies Goucher College

2016
- Intensive Course Abroad: Arts Administration in Amsterdam, Netherlands

Associate of Arts
Photography
Harford Community College

2011

Professional Experience

Industry Experience

APRIL– MAY 2021	**MSR FATE** Research Contractor on Gender in Image Captioning
AUG 2020 – PRESENT	**Google (Ethical AI)** Student Research Fellow
SUMMER 2020	**Google (Ethical AI)** Research Intern
SUMMER 2019	**Facebook (Community Integrity)** — Menlo Park, CA UX Research Intern
SUMMER 2018	**University of Maryland, Baltimore County (UMBC)** — Baltimore, MD (Student Life) User Experience Consultant Project: Relationship Violence and Prevention website redesign
2016 – 2018	**University of Maryland, Baltimore County (UMBC)** — Baltimore, MD (Office of Residential Life) Assistant Community Director (Graduate Assistant)
SUMMER 2017	**Northrop Grumman** — Fairfax, VA User Experience Intern
JAN – AUG 2016	**Mindgrub Technologies** — Baltimore, MD Digital Marketing Associate and Creative Copywriter

Research Experience

2019 – PRESENT	**University of Colorado Boulder (CU Boulder)** GRA (Graduate Research Assistant) Grant: Humanizing Algorithms
2016 – 2017	**University of Maryland, Baltimore County (UMBC)** Research Assistant Project: Exploring Ultra-Mobile Navigation Aids for Blind People Research Team: Amy Hurst, Stacy Branham, Ali Abdolrahmani, William Easley

Teaching Experience

SPRING 2021	**University of Colorado Boulder (CU Boulder)** Teaching Assistant Course: *INFO 1121: Designing Interactions* Instructor: Laura Devendorf
2018—2019	**University of Colorado Boulder (CU Boulder)** Teaching Assistant Course: *INFO 1101: Computation in Society* Instructors: William Aspray, Roshanna Sylvester
JAN – MARCH 2016	**University of Maryland, Baltimore County (UMBC)** Volunteer Teaching Assistant Course: *Special Topics: 3D Printing and Entrepreneurship* Instructor: Erin Buehler

Research Awards

MARCH 2021	**Honorable Mention.** CHI 2021 (Top 5%).
OCT 2020	**Best Paper Award.** CSCW 2020 (Top 1%).
OCT 2020	**Recognition for Contribution to Diversity and Inclusion.** CSCW 2020.
AUG 2020	**Outstanding Research Award** Awarded by the CU Boulder Information Science Department for the 2019-2020 Academic Year
SEPT 2019	**Best Paper Award** CSCW 2019 (Top 1%)
FEB 2019	**Interdisciplinary Ethics Tech Competition** 1st Place Winner ($10,000 scholarship from the Daniels Fund Ethics Initiative) Hosted Colorado Law School and Silicon Flatirons
NOV 2018	**Recognition for Contribution to Diversity and Inclusion** CSCW 2018 (Top 5 of 61 Selected Diversity Papers)
APRIL 2018	**Best Paper Award** CHI 2018 (Top 1%)

Funding Awards

APRIL 2021	**Facebook PhD Fellowship Finalist** (Top 3.5%)
FEB 2021	**Martin Graduate Scholarship** For travel to CHI 2021 Amount: $150
JAN 2021	**2021 Microsoft Research PhD Fellowship** Awarded by Microsoft.
JAN 2021	**Google PhD Fellowship Finalist**
OCT 2020	**Gerald C. Bean Scholarship** CMCI (College of Media, Communication and Information) at University of Colorado Boulder Amount: $500
OCT 2020	**GPSG Travel Grant** Graduate and Professional Student Government (GPSG) at the University of Colorado Boulder Amount: $100
SEPT 2018	**UGGS Travel Grant** United Government of Graduate Students (UGGS) at University of Colorado Boulder Amount: $300

AUG 2019	**Identity Lab Research Grant** University of Colorado Boulder Amount: $1000
NOV 2018 & AUG 2019	**CMCI Travel Grant** CMCI (College of Media, Communication and Information) at University of Colorado Boulder Amount: $500
AUG 2018	**Information Science PhD Fellowship** University of Colorado Boulder Amount: $1750
MARCH 2018	**Graduate Student Association Travel & Presenter Grant** Graduate Student Association at University of Maryland, Baltimore County Amount: $500
MARCH 2017	**Google Travel and Conference Grant** Google Amount: $500 + conference registration
MARCH 2017	**Graduate Student Association Travel & Presenter Grant** Graduate Student Association at University of Maryland, Baltimore County Amount: $750

Guest Lectures

MAY 2021	**How We've Taught Algorithms Identity**. Guest Lecture for *HCDE 298: Inclusive Design.* Instructor: Calvin Liang. University of Washington.
MARCH 2021	**How Computers See Gender.** Guest lecture for *INFO 4871/CSCI 4830: Fairness and Bias in AI.* Instructor: Robin Burke. University of Colorado Boulder.
OCT 2020	**How Computers See Gender.** Guest lecture for *CS 396/496: Human Centered Machine Learning.* Instructor: Stevie Chancellor. Northwestern University.
MARCH 2020	**Gender Discourse in Facial Analysis Technologies.** Guest lecture for *Crowd Sourced City: Social Media, Technology and Planning Processes*. Instructor: Catherine D'Ignazio. MIT.
FEB 2020	**How Computers See Gender.** Guest lecture for *Problems in Information Science: Digital Identity*. Instructor: Jed Brubaker. University of Colorado Boulder.
FEB 2020	**Safety on Social Media for Transgender Individuals.** Guest lecture for *Information Privacy, Surveillance and Exposure*. Instructors: Barb McQuade, Florian Schaub. University of Michigan.
OCT 2019	**Designing Surveys.** Guest lecture for *Understanding the World Through Data*. Instructor: Jed Brubaker. University of Colorado Boulder.

—

Publications

Refereed, Archival Publications

Journals

[J7]
Morgan Klaus Scheuerman, Madeleine Pape, Alex Hanna.
Auto-Essentialization: Gender in Automated Facial Analysis as Extended Colonial Project.
Big Data & Society. Upcoming.

[J6]
Morgan Klaus Scheuerman, Jialun Aaron Jiang, Casey Fiesler, and Jed R. Brubaker.
A Framework of Severity for Harmful Content Online.
Proc. ACM Hum.-Comput. Interact. 5, CSCW2, Article 368 (October 2021), 33 pages.

[J5]
Morgan Klaus Scheuerman, Emily Denton, and Alex Hanna.
Do Datasets Have Politics? Disciplinary Values in Computer Vision Dataset Development.
Proc. ACM Hum.-Comput. Interact. 5, CSCW2, Article 317 (October 2021), 37 pages.
(Best Paper Award: Top 1%.)

[J4]
Jialun Aaron Jiang, Morgan Klaus Scheuerman, Casey Fiesler, and Jed R. Brubaker.
Understanding international perceptions of the severity of harmful content online .
PLOS ONE 16(8): e0256762. August 2021.

[J3]
Morgan Klaus Scheuerman, Kandrea Wade, Caitlin Lustig, Jed R. Brubaker. How We've Taught
Algorithms to See Identity: Constructing Race and Gender in Image Databases for Facial Analysis.
Proc. ACM Hum.-Comput. Interact. 4, CSCW1, Article 58 (May 2020), 35 pages.
(Best Paper Award: Top 1%. Recognition for Contribution to Diversity and Inclusion.)

[J2]
Morgan Klaus Scheuerman, Jacob M. Paul, Jed R. Brubaker. How Computers See Gender: An
Evaluation of Gender Classification in Commercial Facial Analysis and Image Labeling Services.
Proc. ACM Hum.-Comput. Interact. 3, CSCW, Article 144 (November 2019), 33 pages.
(Acceptance rate: 31%. Best Paper Award: Top 1%.)

[J1]
Morgan Klaus Scheuerman, Stacy M Branham, and Foad Hamidi. Safe Spaces and Safe Places:
Unpacking Technology-Mediated Experiences of Safety and Harm with Transgender People.
2018. PACMHCI. Volume 2, CSCW Issue. *In Proceedings of the ACM on Human-Computer
Interaction*, Vol. 2, CSCW, Article 155 (November 2018). ACM, New York, NY. 28 pages.
(Acceptance rate: 25%. Recognition for Contribution to Diversity and Inclusion.)

Conference Proceedings

[C5]
Morgan Klaus Scheuerman, Jialun Aaron Jiang, Katta Spiel, and Jed R. Brubaker.
Revisiting Gendered Web Forms: An Evaluation of Gender Inputs with (Non-)Binary People. In *CHI
Conference on Human Factors in Computing Systems (CHI '21)*, May 8–13, 2021, Yokohama,
Japan. ACM, New York, NY, USA, 27 pages.

[C4]
Cynthia L. Bennett, Cole Gleason, Morgan Klaus Scheuerman, Jeffrey P. Bigham, Anhong Guo, and
Alexandra To.
''It's Complicated'': Negotiating Accessibility and (Mis)Representation in Image Descriptions of
Race, Gender, and Disability. In *CHI Conference on Human Factors in Computing Systems (CHI
'21)*, May 8--13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 31 pages.
(Honorable Mention: Top 5%.)

[C3]
Inioluwa Deborah Raji, Morgan Klaus Scheuerman, and Razvan Amironesei.
"You Can't Sit With Us": Exclusionary Pedagogy in AI Ethics Education. In *ACM Conference on*

Fairness, Accountability, and Transparency (FAccT'21), March 3–10, 2021, Virtual Event, Canada. ACM, New York, NY, USA, 11 pages.

[C2]

Foad Hamidi, Morgan Klaus Scheuerman, Stacy M Branham.
Gender Recognition or Gender Reductionism? The Social Implications of Automatic Gender Recognition System. In *Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems (CHI '17).* Montréal, Canada. April 21-26, 2018.
(Acceptance rate: 23%. **Best Paper Award: Top 1%**.)

[C1]

Stacy M Branham, Ali Abdolrahmani, William Easley, Morgan Klaus Scheuerman, Erick Ronquillo, and Amy Hurst. **Is Someone There? Do they have a Gun?" How Visual Information about Others Can Improve Personal Safety Management for Blind Individuals.** In *Proceedings of the 19th International ACM SIGACCESS Conference on Computers and Accessibility (ASSETS '17).* Baltimore, Maryland. October 30 – November 1, 2017.
(Acceptance rate: 26%.)

Lightly Reviewed

Posters

[P1]

Morgan Klaus Scheuerman, William Easley, Ali Abdolrahmani, Amy Hurst, Stacy M Branham.
Learning the Language: The Importance of Studying Written Directions in Designing Navigational Technologies for the Blind. *ACM CHI Conference Extended Abstracts on Human Factors in Computing Systems (CHI EA '17).* Denver, Colorado. May 6-11, 2017

(Acceptance rate: 38.7%.)

Workshop Position Papers

[WP7]

Katy Weathington and Morgan Klaus Scheuerman.
Harm and Data Science: Framing Negative Human Outcomes as a Data Science Problem. CSCW Workshop on *Interrogating Data Science.* October 2020.

[WP6]

Malinda Dietrich, Katy Weathington, Morgan Klaus Scheuerman.
Defining Data: Questions of "Numerical Facts." CSCW Workshop on *Interrogating Data Science.* October 2020.

[WP5]

Emily Denton, Alex Hanna, Razvan Amironesei, Andrew Smart, Hilary Nicole, Morgan Klaus Scheuerman.

Bringing the People Back In: Contesting Benchmark Machine Learning Datasets. ICML Workshop on *Participatory Approaches to Machine Learning.* July 2020.

[WP4]

Morgan Klaus Scheuerman.
Contesting Efficacy: Tensions Between Risk and System Efficacy in Facial Analysis Software. CSCW Workshop on *Contestability In Algorithmic Decision Making*. November 2019.

[WP3]

Anthony T. Pinter, Morgan Klaus Scheuerman, Jed R. Brubaker.
Designing and Carrying Out Conscientious Research With Marginalized Groups. CSCW Workshop on *Social Technologies for Digital Wellbeing Among Marginalized Communities*. November 2019.

[WP2] Morgan Klaus Scheuerman and Jed Brubaker.
Gender is not a Boolean: Towards Designing Algorithms to Understand Complex Human Identities. CSCW Workshop on *The Changing Contours of "Participation" in Data-driven, Algorithmic Ecosystems: Challenges, Tactics, and an Agenda*. November 2018.

[WP1] Morgan Klaus Scheuerman, Foad Hamidi, Stacy M Branham.
(Ab)user-Centered Design? Considering the Involvement of Abusers in the Design Process. CHI Workshop on *Understanding "Bad Actors" Online*. April 2018.

Encyclopedia Entries

[E1] Morgan Klaus Scheuerman and Jed Brubaker.
Gender Recognition Technology. In A. Goldberg, & G. Beemyn (Eds.), *The SAGE Encyclopedia of Trans Studies (Vol. 1, pp. 329-329).* SAGE Publications, Inc. 2021.

Media Publications

[M1] **Can Gender Be Computed?**
Foad Hamidi, Morgan Klaus Scheuerman, Stacy M Branham.
Scientific American via The Conversation US. May 15, 2018.
https://www.scientificamerican.com/article/can-gender-be-computed/

Press Coverage

[P19] **Examining the Consequences of Machine Learning with Morgan Klaus Scheuerman.**
KGNU's OutSources. August 16, 2021.
https://news.kgnu.org/2021/08/outsources-examining-the-consequences-of-machine-learning-with-morgan-klaus-scheuerman/

[P18] **Morgan Klaus Scheuerman on Discrimination in Facial Analysis Software.**
Radio 1190. June 23, 2021.
https://soundcloud.com/radio-1190/morgan-klaus-scheuerman-discrimination-facial-analysis-software

[P17] **Gender identity in data and computer systems with Morgan Klaus Scheuerman.**
Volume Podcast. March 9, 2021.
https://open.spotify.com/episode/1dEkdEIPmAQ5BXLTMWduav?si=6Dajj_gURiSj7U3PKLfaCg

[P16] **How computers see us: Doctoral student working to curb discrimination by artificial intelligence.**
CU Boulder Today. February 15, 2021.
https://www.colorado.edu/today/2021/02/15/how-computers-see-us-doctoral-student-working-curb-discrimination-artificial-intelligence

[P15] **FBI & Metro Police Trying to ID DC Rioters.**
Denver7 News. January 7, 2021.
https://www.youtube.com/watch?v=M5sHesLBJmY

[P14] **How Computers See Gender & Implications w/ Morgan Klaus Scheuerman.**
DataTalk Podcast. October 6, 2020.
https://www.experian.com/blogs/news/datatalk/morgan-klaus-scheuerman/

[P13] **Researchers discover evidence of gender bias in major computer vision APIs.**
Venture Beat. August 6, 2020.
https://venturebeat.com/2020/08/06/researchers-discover-evidence-of-gender-bias-in-major-computer-vision-apis/

[P13] Have Classification Algorithms Gone Too Far? Exploring Gender in AI with Morgan Klaus Scheuerman.
The Radical AI Podcast. April 9, 2020.
https://podcasts.apple.com/us/podcast/have-classification-algorithms-gone-too-far-exploring/id1505229145?i=1000470988393

[P12] Colorado Edition: Algorithmic Identity.
KUNC radio show. February 12, 2020.
https://www.kunc.org/post/colorado-edition-algorithmic-identity

[P11] Facial Recognition Makes Changing Your Name Pointless.
OneZero article by Lux Alptraum. January 30, 2020.
https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/

[P10] AI software defines people as male or female. That's a problem.
CNN article by Rachel Metz. November 21, 2019.
https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/

[P9] Talk nerdy to me: Gender at a glance.
Science Node article by Laura Reed. November 8, 2019.
https://sciencenode.org/feature/Talk%20nerdy%2011-08-19.php

[P8] Facial recognition can't classify transgender or non-binary people, study finds.
Mic article by Vanessa Taylor. October 30, 2019.
https://www.mic.com/p/facial-recognition-misclassifies-transgender-non-binary-people-study-finds-19281490

[P7] New Research Reveals Facial Recognition Software Misclassifies Transgender, Non-Binary People.
Forbes article by Jesse Damiani. October 29, 2019.
https://www.forbes.com/sites/jessedamiani/2019/10/29/new-research-reveals-facial-recognition-software-misclassifies-transgender-non-binary-people/

[P6] CU Boulder research shows facial recognition failures beyond traditional gender norms.
Daily Camera article by Lucy Haggard. October 21, 2019.
https://www.dailycamera.com/2019/10/19/cu-boulder-research-shows-facial-recognition-failures-beyond-traditional-gender-norms/

[P5] Facial recognition AI can't identify trans and non-binary people.
Quartz article by Amrita Khalid. October 16, 2019.
https://qz.com/1726806/facial-recognition-ai-from-amazon-microsoft-and-ibm-misidentifies-trans-and-non-binary-people/

[P4] Facial recognition software has a gender problem.
CU Boulder Today article by Lisa Marshall. October 8, 2019.
https://www.colorado.edu/today/2019/10/08/facial-recognition-software-has-gender-problem

[P3] Amazon's Facial Analysis Program Is Building A Dystopic Future For Trans And Nonbinary People
Jezebel article by Anna Merlan and Dhruv Mehrotra. June 27, 2019.
https://jezebel.com/amazons-facial-analysis-program-is-building-a-dystopic-1835075450

[P3] AI researchers tell Amazon to stop selling 'flawed' facial recognition to the police
The Verge article by James Vincent. April 3, 2019.
https://www.theverge.com/2019/4/3/18291995/amazon-facial-recognition-technology-rekognition-police-ai-researchers-ban-flawed

[P2] **AI experts are calling on Amazon to stop selling facial recognition to law enforcement**
Quartz article by Dave Gershgorn. April 3, 2019.
https://qz.com/1586544/ai-experts-want-amazon-to-stop-selling-facial-recognition-to-law-enforcement/

[P1] **7 problems with Trump's "American AI" Initiative**
Fast Company article by Katharine Schwab. February 12, 2019.
https://www.fastcompany.com/90305421/7-problems-with-trumps-american-ai-initiative

—

Talks

Invited Talks and Panels

APRIL 2021	"Coded Bias" virtual film screening and panel discussion. Also featuring: Shalini Kantayya (filmmaker), Debbie Carter, Kandrea Wade. CU Boulder.
MARCH 2021	"Tea with Interesting People" at Harvard HCI.
MARCH 2021	"How We Teach Computer Vision to See Race and Gender." Feminist and Accessible Publishing/ Communications Technologies Series.
FEB 2021	"How We Teach Computer Vision to See Race and Gender." Keynote Speaker. Gender Identity and AI at AAAI 2021.
DEC 2020	Queer in AI. Invited Panelist. NeurIPS 2020.
AUG 2020	"How Computers See Gender." Invited Speaker. Stanford's HCI Speaker Series.
DEC 2019	Queer in AI. Invited Panelist. NeurIPS 2019. Vancouver, Canada.
NOV 2019	Diversity & Inclusion Panel. Invited Panelist. CSCW 2019. Austin, TX.
JULY 2019	"Gender Affirmation in Capital 'D' Design: Research Methods & Design Approaches for Trans & Non-Binary Inclusion." Invited Speaker. Pride@Research Lunch and Learn Series. Facebook, 2019. Menlo Park, CA.
JUNE 2019	"Implications of Gendered Infrastructures in Computer Vision." Invited Speaker. Workshop on Fairness Accountability Transparency and Ethics in Computer Vision. CVPR, 2019. Long Beach, CA.

—

Community Organizing

Special Interest Groups & Panels

MAY 2021	Michael Ann DeVito, Caitlin Lustig, Ellen Simpson, Kimberley R Allison, Tya Chuanromanee, Katta Spiel, Amy J Ko, Jennifer Rode, Brianna Dym, Michael Muller, Morgan Klaus Scheuerman, Ashley Marie Walker, Jed R. Brubaker, Alex A. Ahmed. **Queer in HCI: Strengthening the Community of LGBTQIA+ Researchers and Research.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing

	Systems (CHI). Yokohama, Japan.
MAY 2020	Michael Ann DeVito, Ashley Marie Walker, Caitlin Lustig, Amy J. Ko, Katta Spiel, Alex A. Ahmed, Kimberley Allison, Morgan Klaus Scheuerman, Brianna Dym, Jed R. Brubaker, Ellen Simpson, Naveen Bagalkot, Noopur Raval, Michael Muller, Jennifer Rode, and Mary L. Gray. **Queer in HCI: Supporting LGBTQIA+ Researchers and Research Across Domains.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing Systems (CHI). Honolulu, Hawaii.

Workshops

NOV 2018	CSCW 2018. Jersey City, New Jersey. Informal workshop on developing gender inclusive guidelines for conducting HCI and social computing research.

—

Service

Academic and Professional Service

FEB 2020—MAY 2020	**Queer in AI at CHI 2020** Volunteer Organizer & Travel Grant Issuer
FEB 2020	**Information Science Prospective Student Visit Weekend** Lead Organizer
2019 – 2020	**SIGCHI Inclusion Team Leader for Gender Identity & Sexual Orientation**
2019 – 2020	**Information Science Graduate Student Association** Vice President
2018-2019	**McNair Scholar Mentorship Program (CU Boulder)** Graduate Mentor Mentors one undergraduate student in the McNair Scholars Program (serving first generation college students) for the 2018-2019 academic year
JAN 2018 – MAY 2018	**University of Maryland, Baltimore County (UMBC)** Organizing Committee for Department Fika (Coffee Hour) Human-Centered Computing Department
FEB 2017	**Gadgets & Gears Day** — Maryland Science Center, Baltimore, MD Exhibitor for UMBC's PAD (Prototyping and Design) Lab
OCT 2017	**ASSETS 2017** — Baltimore, MD Student Volunteer & Halloween Committee (Special Events) Member ACM SIGACCESS Conference on Computers and Accessibility

Reviewing
(indicates Special Recognitions for Outstanding Reviews)*

2021	CSCW, CHI, FAccT, Big Data & Society, New Media & Society, The Journal of Gender Studies,

CVPR Beyond Fairness Workshop

2020   CSCW*, CHI*

2019   CHI, alt.chi, CHI LBW, DIS, CSCW*

2017   CHI

Affiliations

2017 - PRESENT   ACM Student Membership
                   SIGCHI Student Membership